PSCL Job Description

Job title	Vice President – Development & Innovation
Reports to	Board

Job purpose

The Vice President of Development & Innovation leads the development team and stewards the development of innovative software solutions. Reporting to the Board this is a senior leadership role, accountable for the development and refinement of proprietary applications, architecture, business analysis, and testing.   The VP is an accomplished driver of large-scale transformational technology and collaborates with internal stakeholders to develop and execute PSCL's strategic roadmap, aligning with our business objectives.

Responsibilities

- Manage development teams, focused on scaling and driving innovation within our platforms
- Responsible for defining vision and driving team execution as well as overseeing architecture, development, and QA processes; this will require strong leadership capabilities, as well as the ability to roll-up-your-sleeves to ensure alignment across technology, product, and business stakeholders
- Lead architecture discussions and create clear decision-making products
- Work collaboratively with the executive team to develop, prioritize and refine the technology and digital strategy and capabilities roadmap. Responsible for the on-time and on-budget delivery of the roadmaps as well as disruption-free and responsive technology solutions
- Responsible for technology delivery including, but not limited to, solution design and development, cost estimation and financial planning, security, testing, and application operations
- Build strong business relationships across the enterprise through leadership, collaboration, consensus building, and interpersonal effectiveness; become a trusted advisor to senior management and business partners.
- Assess, review, and engage the team to ensure the appropriate resources and skillsets are in place and effectively manages to drive high-impact outcomes.

Qualifications

Experience
- 10+ years in an increasingly senior software platform technology/leadership role, managing and leading engineering teams, with a track record of achieving project goals and meeting deadlines while fostering a healthy team environment
- A BSc degree in computer science, computer engineering, or other relevant discipline. An advanced degree is preferred.
- Experience managing senior executive expectations, developing evolving roadmaps, and building business perspective through a technology lens
- Strong problem-solving skills as well as the ability to manage several tasks and projects concurrently and prioritize work effectively
- Multiple examples of success in building and scaling both the technology organization and system solution architecture

- Proven strategic thinker with strong business acumen and an eye for efficiency and judicious use of resources
- Proven experience leading and driving software/systems quality metrics and outcomes
- Must be solution-oriented and business-minded with significant practical experience in building, delivering, and supporting technology systems
- Must demonstrate speed and agility while ensuring deployed business technologies can be packaged, integrated and leveraged across multiple solutions.
- Must be able to anticipate and manage risks associated with large program implementations
- A consensus builder and team player with a proven track record of trust and transparency - open to input, ideas, and feedback from clients, peers, subordinates, and other members of the organization
- Experience in providing direct and constructive feedback and helping employees develop their skills and careers
- Recognizes and celebrates diverse backgrounds, points of view, and cultural histories that directly impact the organization's ability to innovate

Technical Competencies:
- Object-oriented programming languages such as C#, VB.NET, Python, Java
- Web development technologies such as HTML, CSS, JavaScript
- Familiarity with open-source packages and frameworks
- Scripting languages such as PowerShell or VBScript
- Reporting tools such as SQL Server Reporting Services or Crystal Reports
- Database management systems, such as Microsoft SQL Server, Oracle, MySQL, PostgreSQL
- Source control tools such as Team Foundation Server or Git
- Software design patterns and testing methodologies
- Demonstrated life cycle work experience including architecture design and deployment, application development, secure development practices, systems lifecycle management,
- Solid understanding and experience in the Agile methodology and hands on management of agile, iterative development spanning specification, prototyping, architecture, QA, operations, and support

Education
A BSc or Masters degree in computer science, computer engineering, or other relevant discipline. An advanced degree is preferred.

Professional Designation
- I.S.P. or ITCP an asset
- P.Eng. an asset
- Microsoft Certification

Working conditions

- Work in an office environment
- Usually work a standard 40-hour work week
- May be required to work overtime hours
- Occasional travel required – Canada and international

Physical requirements

- Sedentary office work

Direct reports

Approved by:	*Chief Operating Officer*
Date approved:	*2022-10-12*
Reviewed:	